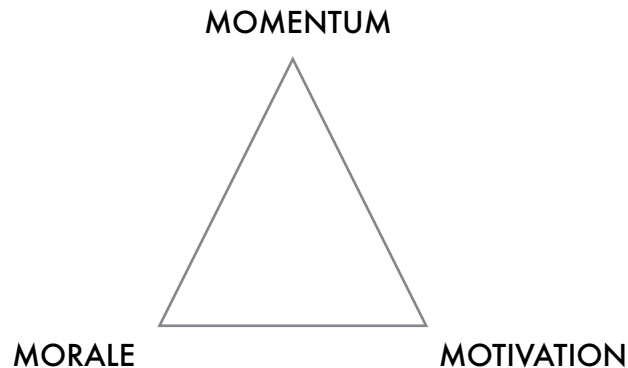


THE LEADERSHIP TRINE

Motivation, Morale and Momentum are principles often prated but rarely understood and implemented. However, it is actually very simple: Morale comes from dignity, certainty and security. Motivation comes from clear, honest and inspiring vision. Finally, Momentum comes from Morale and Motivation united.



If subordinates are seeds, then morale is the fertile soil and irrigation, motivation the clear skies and sunbeam, and momentum the resulting growth.

Morale:

Morale is good when:

- 1) People are doing what they love, are used in accordance with their strengths and inclinations, and made to take only the risks they can stomach.
- 2) People are neither humiliated nor live in fear/stress/breach of privacy.
- 3) People feel secure in their day to day.
- 4) People feel secure in that they have the tools to do their job and their foreseeable long term living expenses covered.
- 5) People enjoy certainty, and know that promises will be delivered on time. Even if there is a delay in greater matters, the provision of supplies and security must never be mired in tardiness.

When subordinates have security in body and resources, dignity and recreation, they will have good morale. When they have fear, lack of provisions, stress, humiliation and lack of privacy, they will have low morale.

This is not to say that a leader must splurge, splurging will lead to decadence and anger once there is no more largesse forthcoming due to shortfalls caused by excessive liberality. Dignity and modest comfort is a must but lard is not.

Motivation:

Motivation comes from clear, honest and firm vision, an original vision that subordinates can be proud to be part of. According to Mencius:

Mencius said to the king Hsüan of Ch'í, 'When the prince regards his ministers as his hands and feet, his ministers regard their prince as their belly and heart; when he regards them as his dogs and horses, they regard him as another man; when he regards them as the ground or as grass, they regard him as a robber and an enemy.'

Thus, subordinates will be motivated when they feel self esteem in their purpose, when they know that any sacrifice is valued and worthy, when they know that the leader cares. They must feel that they are sharing their superior's dream.

If the leader is fickle, indecisive, offers only cliches and hypocrisy, and or is self centered and treats others as expendable, then motivation will dry up. Idleness, disappointment, frustration, suspiciousness and self dealing will set in.

Momentum :

Momentum arises from strong Morale and Motivation. Progress is like a journey where Momentum is the will to carry on, Morale the car and fuel, and Motivation the splendid destination.

When the both Morale and Motivation are present, one may travel a thousand miles and never dither.

O little seedling,
Gaze at sunbeams,
Drink gentle rain
Upon fertile land,
And grow tall and stout!
Never again suffer the
Daily drought and
Eternal night
Of the tardy, fickle
And haughty leader!